

PHILIPPINE SUGAR CORPORATION



		Component				Baseline Data (if applicable)			Target	
		Objective/Measure	Formula	Wt	Rating System ^{a/}	Data Provider	2013	2014	2015 ^{b/}	2016
SOCIAL IMPACT	SO 1	Expand & Diversify Credit Assistance to Sugarcane Planters' Cooperative/ Federations/Associations, Sugar Mills/Refineries and Block Farms								
	SM 1	Number of beneficiaries assisted:	No. of Entities with Approved Loans	20%	Actual / Target x Weight	SRA, Administrative Division	NA	NA	2	65
		a. Block Farms					6	6	5	7
			b. Coops / Federations / Associations, Sugar Mills / Refineries	20%						
		Sub-total		40%						
FINANCIAL	SO 2	Financial Stewardship								
	SM 2	Credit Financing Utilization Rate	(Total Amount Released / Credit Financing Budget) x 100	10%	Actual / Target x Weight	Accounting Division	76% (184.7M/243M)	78% (199M/255M)	75% (277.5M/370M)	80% (326M/407M)
	SM 3	Net Income	Revenue - Expenses	5%	Actual / Target x Weight		29M	17M	5.5M	2.686M ^{c/}
	SM 4	Arrears Collected (Past Due Accounts)	Actual Amount Collected vs. Total Amount Receivables	5%	Actual / Target x Weight		8.51M	13.37M	12M	15M
			Sub-total		20%					
INTERNAL PROCESS	SO 3	Improve Delivery of Service								
	SM 5	Percentage of Loans granted within 20 days ^{d/}	Loans Processed within 20 Working Days / Total No. of Loans Granted	15%		BOD and Management	100%	100%	90%	92%
	SM 6	Customer Satisfaction Index	% of Customer Satisfaction	7%	All or Nothing	Third Party Survey	NA	NA	At Least Satisfactory	At Least Satisfactory

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Component						Baseline Data (if applicable)			Target	
Objective/Measure		Formula	Wt.	Rating System ^{a/}	Data Provider	2013	2014	2015 ^{b/}	2016	
INTERNAL PROCESS	SM 7	Number of complaints resolved within prescribed number of days	No. of complaints resolved / Total complaints	0%	NA	Management	NA	NA	NA	Establish Baseline
	Sub-total			22%						
LEARNING & GROWTH	SO 4	Establish Organizational Effectiveness through Personnel Competency & Quality Management Systems								
	SM 8	ISO 9001: 2015	Milestone	10%		Management & Consultant	NA	NA	NA	ISO Certified
	SM 9	Implementation of SPMS	Milestone	5%	All or Nothing	Administrative Division	NA	NA	NA	Implementation of OPCR & IPCR
	SM 10	Average percentage of required competencies met	Competencies Acquired / Required Competencies	3%		Administrative Division	NA	NA	NA	Establish Baseline
	Sub-total				18%					
TOTAL				100%						

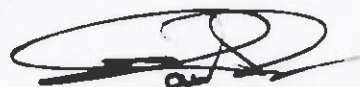
a/ Not to exceed assigned weights

b/ Subject to GCG validation

c/ Decrease in Net Income due to competitive interest rate PHILSUCOR will offer its clients

d/ 20 working days

For GCG:



RAINIER B. BUTALID
Commissioner

For PHILSUCOR:



MA. REGINA BAUTISTA-MARTIN
Chairperson



RENATO B. SALVATIERRA
President



AUGUSTO B. ARANETA
Board Member



RAYMOND T. GOMEZ
Board Member



JOSEPH CONRAD F. LEDESMA
Board Member



ANDREW O. REGALADO
Board Member



JOSEPH EDGAR M. SARROSA
Board Member



FREDDIE W. ZAYCO
Board Member

**PHILIPPINE SUGAR CORPORATION
MONITORING REPORT OF PERFORMANCE TARGETS**

	Component			Baseline	2016								
	Objective/Measure	Formula	Wt.		2015	1st Quarter		2nd Quarter		Revised Full Year Target	3rd Quarter		4th Quarter
				Target		Actual	Target	Actual	Target		Actual	Target	Actual
SOCIAL IMPACT	SO 1	Expand and Diversify Credit Assistance to Sugarcane Planters' Cooperative / Federations / Associations, Sugar Mills / Refineries and Block Farms											
	SM 1	Number of beneficiaries assisted:	No. of Entities with Approved Loans	20%	2	-	-	-	-	-	-	-	65
		a. Block Farms											
		b. Coops / Federations, Associations, Sugar Mills/ Refineries											
	Subtotal		40%										
FINANCE	SO 2	Financial Stewardship											
	SM 2	Credit Financing Utilization Rate	Total Amount Released Credit Financing Budget	10%	75% (277.5M / 370M)	-	-	-	-	-	-	-	80% (326M / 407M)
	SM 3	Net Income	Revenue - Expenses	5%	5.56M	-	-	-	-	-	-	-	2.686M
	SM 4	Arrears Collected (Past Due Accounts)	Actual Amount Collected vs. Total Amount Receivables	5%	12M	-	-	-	-	-	-	-	15M
		Subtotal			20%								

	Component			Baseline	2016								
	Objective/Measure	Formula	Wt.	2015	1st Quarter		2nd Quarter		Revised Full Year Target	3rd Quarter		4th Quarter	
					Target	Actual	Target	Actual		Target	Actual	Target	Actual
INTERNAL PROCESS	SO 3	Improve Delivery of Service											
	SM5	Percentage of Loans granted within 20 days	$\frac{\text{Actual Obligation}}{\text{Total SARO releases}}$	15%	90%	-		-			-		92%
	SM 6	Customer Satisfaction Index	% of Customer Satisfaction	7%	At least Satisfactory	-		-			-		At least Satisfactory
	SM 7	Number of complaints within prescribed number of days	No. of complaints resolved / Total Complaints	0%	NA								Baseline established
		Subtotal		22%									
LEARNING AND GROWTH	SO6	Establish Operational Effectiveness through Personnel Competency and Quality Management Systems											
	SM 8	ISO 9001:2015 Certification	Milestone	10%	NA								ISO Certified
	SM 9	Implementation of SPMS	Milestone	5%	NA								Implementation of OPCR / IPCR
	SM 10	Average percentage of required competencies met	$\frac{\text{Competencies Acquired}}{\text{Required Competencies}}$	3%	NA								Baseline established
		Subtotal		18%									
	TOTAL		100%										